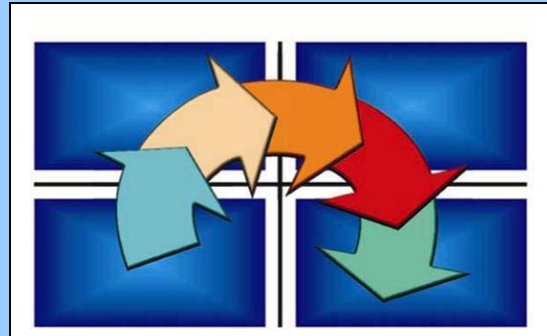


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Performance *Perspectives*

OPTIMIZING NAVAL WARFIGHTING PERFORMANCE



N4 Director, Sherrall Fonner, receives a token of appreciation from Col. Lim of the Singapore Army. Ms. Fonner presented the Human Performance Center's (HPC) Command Brief at the U.S. Coast Guard Station in Yorktown, VA.

The HPC N4 was asked by the US Coast Guard, Performance Technology Center, Yorktown to meet with several members of the Singapore Army to discuss the establishment of a Performance Technology function within that service.

On 12 Sep that meeting took place at the Coast Guard base in Yorktown, VA. The Singapore Army expressed an interest in the ways the Navy and the Coast Guard had successfully established the Performance Centers.

Discussions focused on overcoming barriers and changing cultures.

Ms. Fonner's visit supported the HPC's continued partnership efforts with other government agencies and militaries.

Upcoming Partnership Events

On 7 & 8 NOV, the HPC will host the 2006 Government Performance Partnership Conference. In addition to a keynote presentation, the conference will also provide a round table discussion on the following topics:

Round Table Discussions:

- ~Building Effective Partnerships
- ~Creating Value in Partnerships
- ~Partnership Pitfalls

Detachment News

LCDR Christian Stover, a SR HP Technologist with CNATT, has taken orders to Newport, RI to attend the Naval War College for a year.

Dave Ellison, HPC Management Analyst, has accepted a position with NETWARCOM. Dave's last day will be 29 SEPT.

Kim Hogwood, HPC's Acting N8 Director, has accepted a position with Naval Special Warfare Development Group as a Financial Management Analyst. Her last day will be 10 OCT.

National Security Personnel System (NSPS)

On 13 September 06, members of the HPC presented the Mock Pay Pool Lessons Learned to the DON Program Management Office Command--Program Manager's Lessons Learned Webinar. The focus of this webinar was to share the experiences that the Spiral 1.1 commands had during their mock pay pools. On 20 September, the ED presented NSPS Lessons Learned, specifically focusing on the importance of having good performance plans and lessons that arose from the Mock Pay Pool, for a Director Civilian Personnel Programs (DCPP) Lessons Learned video-teleconference hosted by NAVSEA Headquarters

The following is a review of FY06 wrap-up project figures. The dets delivered (to sponsors) a total of 131 projects with a projected cost benefit of \$373M over the FYDP. With over 50 potential projects in the works, FY07 is going to be a busy year for the HPC.

Diversity Training Project

HP Det at the USNA continues to support the CNP diversity initiative. The det staff participated in a pilot-evaluation of Franklin-Covey Diversity Training on August 25-26. Additionally, members of HPC N2 and N7 provided science of learning inputs for the revised Command Leadership Course (CLC) to the Command Leadership School on September 18. The inputs included learning objectives and recommendations to improve training delivery.

A proposed set of desired effects was also developed using effects-based thinking to identify the diversity-related actions, effects, and objectives for COs, XO's, and CMCs. These identify retention and promotion as the desired outcomes and focus on mentoring and command climate as leading indicators for measures of effectiveness. A draft white paper was provided to N146 Diversity Directorate on September 11. No comments have been received from N146 to date. A meeting is planned for October 11 in Newport, RI to review the updated CLC.

National Biodynamics Laboratory (NBDL)/University of New Orleans (UNO) Ship Motion Study

It has been requested by NAVSEA 03 that a member of the NAVSEA Detachment serve as the government lead to interface with NBDL. Coordinated tasks include: identification of cognitive tasks associated with ship navigation, experimental design and analysis, and generation of requirements and recommendations towards mitigation of performance degradation due to motion impacts. Dr. Lockett-Reynolds will assist the team as they work with the fleet to consider factors upfront that will lead to enhanced and improved human performance through the generation of requirements during design and development which may be verified by both developmental and operational test and evaluation events. This assignment will serve to support both host (NAVSEA) and parent (HPC) commands (i.e., (1) upfront human performance requirements will be captured for consideration and use in the design process, verified, and validated with respect to the design and development of warfighter-centric systems and (2) performance improvement efforts may leverage these requirements to facilitate the selection of causal indicators when working to assess root cause, respectively). In addition, this effort will support efforts to forge a relationship to ensure optimal warfighter performance throughout the Acquisition lifecycle.



All in the Name of Data Collection

The Chronicles of HPT John Ross

0400 comes awfully early. Need to catch the 6:30 flight to San Diego. The plan was to fly out of Norfolk to Cincinnati and meet up with the ETC who was flying out of Richmond.

Traffic was sparse and uneventful going to the airport. Checked in for my flight and found that I had been changed to another flight going through Atlanta. I thought about the Chief briefly, but resigned myself to meet up with him in San Diego.

It's a short trip from Norfolk to Atlanta, just long enough for a cup of coffee and a biscuit...and while I'm on the subject where do they get those things? Certainly not from Scotland!

A short layover in Atlanta gets me on my merry way to San Diego. I had seen the in-flight movie already, and wanted to listen to music instead. So I decided to purchase the optional headset for \$2.00. I figured I could use it on the return flight.

Not much knee room, but there was no one next to me, so I was able to get a little comfortable and catch a few ZZZ's. I no sooner dozed off when the stewardess came by to see if I wanted anything...I sure wished they had better meals on those long flights...not even a Cup-'O-Soup.

Arrived at Sand Diego about 10:30 am local time. Seems like a long day already. I rushed to get my bags and forgot the only food available in the terminal area is served on the secure side. Too late now!

I checked on the Chief's flight...the only thing coming out of Cincinnati didn't arrive until 18:30 and he has the rental car on his orders, so I called Richard. Richard is working on another project (LCS) and flew out the day before. He hasn't heard from the chief yet, but will keep me posted. He met with CNSF and can't get away for awhile.

Come to find out, the chief had been routed through Atlanta also, but on the flight right after mine; he was delayed in Richmond.

We finally met up in the baggage claim area 12:30 pm local time, and go get the rental car and drive to the hotel in Coronado. Not a bad place, centrally located and within walking distance to restaurants and shopping. Plus a great view of downtown from across the water.

We settled into the hotel and walked down the street to get some lunch. Good food. Great beer. Later in the day we met up with Richard and hashed out our plans for the next two days. We decided to meet collectively for both Magazine Sprinklers and Sonar Domes with the SURMC, CNSF, and school house. We also decided to interview the waterfront trainers.

Our meetings go well. It's funny how people perceive us until we explain why we are there and how we deal with the data they provide us with.

Some group is with the folks from ATG, INSURV or IG. "Hi! We're from the government and we're here to help you." But once we explain the HP process and how we present our finding, they are more than willing to help.

We gather lots of good information and share our findings with each other. Friday morning we gather up our things and head out for the airport for our return trip. Richard has a different flight. Chief and I head on out. We stop on the way at IHOP for a substantial breakfast. We were ready for our flights this time. We dropped off the rental car. There is a very colorful character that helps with the shuttles. He's from New York and has settled down in California. We all hit off pretty good. He likes Sailors. We get to the airport and go through security screening. I have decided to carry very little onboard the plane. Everything goes in the check-in bay. We don't have to wait long for boarding, and we are soon on our way again.

I had a seat next to some folks that don't speak English, and I speak very little Spanish. The in-flight movie was one I had not already seen, so I decided to watch it. I tried to use my headphones from the previous flight, but the seat I was in had a broken controller. I asked what I could do about the problem, and the stewardess (not too keen about me using my own headset, they charge \$5.00) tells me I could try to find a seat in the back of the plane. I decided to ask the guy next to me if I could use his.

After a bit of hand gestures and my broken Spanish, we shared the headset for the movie. He seemed to be very content and I enjoyed the movie. The crew then served us snacks, and once again, a big disappointment. The rest of the flight was uneventful. We arrived in Atlanta and the Chief and I went our separate ways. He was off to Richmond, I was off to Norfolk.

Once again, a short layover and off to Norfolk on a nice commuter jet. I had a seat next to a young woman and her son. He appeared to be about three-years old. Just before take off, the guy in the front seat reaches around and pats the youngster on his leg. I asked if he wanted to trade seats, so he could sit next to his son. We do and I was right up in the front row. Everyone benefited.

Another uneventful flight, more lousy snacks and we finally arrived into Norfolk. I gathered my bags and found my car. The traffic again is sparse on the way home, 11:30 on a Friday night. I thought there would have been more. It had been another long day and I was exhausted, but felt good about the trip and the data we had obtained.

Letter from LCDR Christian Stover

HPC,

I just wanted to say goodbye to everyone in HPC as this is my last day in the office. This has been a very rewarding and enjoyable tour for me and I owe it all to the new friends that I have made here at HPC. I have taken orders to Newport, RI to attend the Naval War College for a year. I have more than enough room to accommodate anyone that wants to visit (although I suggest the spring/summer!). I would truly enjoy having visitors and catching up if you are ever in the area so please do not hesitate to call. You will be able to reach me at (850)291-2515. Thanks again for all the support and friendship. I know that I will be in contact with many of you well into the future and look forward to seeing some of you on my road trip through Norfolk on my way up to RI. Take care everyone.

LCDR Christian Stover

